

Law Enforcement News

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Speaking in tongues

English-only isn't enough for many police agencies

A decade ago, some Midwestern law enforcement agencies might have needed a bilingual officer on only a handful of occasions in the course of a year. Now, however, on the heels of a boom in the region's Hispanic population, those departments are scrambling to fill positions with officers fluent in Spanish while at the same time trying to teach basic language skills to existing personnel.

According to preliminary findings from the U.S. Census Bureau, the Hispanic population grew nationwide by 39 percent between the years 1990 and 1999, but its growth in some Midwestern states has been significantly higher.

With Latinos drawn to the region in search of jobs in agriculture, meat packing and food distribution, preliminary census data reported in August and September found the percentage of Hispanics in Wisconsin rose by 50.4 percent from 1990 to 1999. Iowa experienced an 89-percent increase since the 1990 census. The Des Moines Register reported last month, with population experts contending that even that is an underestimate because many of those residents are believed to be undocumented workers.

In Nebraska, the percentage of Hispanics increased by 108 percent, making them the state's single largest minority group. And in Missouri, an overall 50-percent surge over the past decade was fueled by jumps of 124 percent in Christian County and 101 percent in Taney County.

Despite the increases, Hispanics are still just a fraction of the overall population in many places, but the situation has led to a far more frequent

need for Spanish-speaking officers and interpreters. Some law enforcement agencies, such as the Council Bluffs, Iowa, Police Department, cannot recruit bilingual officers fast enough.

"We're having a lot of difficulty getting Spanish-speaking officers," Chief Keith Mehlin told Law Enforcement News. "We're a pretty small department, just 116 sworn officers, and young people with those bilingual skills find it

speaking Russian."

Council Bluffs has had a huge influx of Hispanic immigrants over the past three to four years, said Mehlin. With just one Latino officer who is fluent and several others who speak the language fairly well, he said, the department's options have been to recruit bilingual officers, teach command Spanish to those already on board and beef up the number of interpreters on hand.

"We tried to keep our interpreters up," said Mehlin. "Eight to 10 years ago, it wasn't a problem at all. We would have an occasional need for one but it wasn't difficult to find people. But over the last year or so, it has become more and more critical. I think it's because the interpreters we have, it has become tiresome to be called in the middle of the night."

Recruitment, already a challenge with the nation's continued economic uptum, is particularly difficult, said Mehlin. The agency is in competition for qualified bilingual candidates with every other department in the Omaha metro area. And training programs, which the department has explored, are both expensive and time consuming, he said.

"We've done command Spanish where you give them [officers] direction to help ease tense situations, things like that," said Mehlin. "But that certainly is a long way from conversational Spanish. To do that with adults who have no Spanish is not very cost-effective and takes too much time with all the other training issues."

Like many departments across the country,

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The problem of police recruitment becomes even more complicated when you factor in the need for qualified bilingual candidates.

easier to go to big departments or federal jobs."

According to Des Moines Police Chief William Moulder, Iowa officials have actively sought to make the state a magnet for immigration so as to meet labor force needs. In addition to Hispanics, there are also Chechnyans and Sudanese immigrants, as well as Southeast Asians. "It poses the issue of language challenges," he told LEN. "We have a few officers who can speak Spanish fairly fluently, a few that speak the Asian dialects. I don't think anyone can

Police suspend distribution of free gun locks after they prove defective

Amid reports by police departments in two Tennessee cities that gun locks distributed free of charge sprang open after being jostled, a number of other law enforcement agencies have suspended the initiative and warned residents to maintain the same firearms safety procedures they had before using the devices.

The problems with the devices, which looks like miniature bicycle cable locks, first surfaced in Knoxville and Chattanooga. A Knoxville officer found the locks opened when bounced in his hand. The trait was found to be common after testing some 3,000 locks the department planned to distribute.

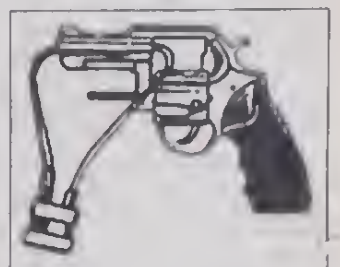
Bill Brassard, the program's coord-

inator, said officials are now checking to see if the flaws are common to all of the devices, or if Tennessee just got a bad batch. Brassard said the gun locks had been made overseas, but he did not know by whom. Officials of the National Shooting Sports Foundation, the firearms trade group that sponsors the program, said it was the first time they had received such reports.

The locks are distributed under Project HomeSafe, an initiative that in the past year has given away more than 400,000 of the devices through some 600 law enforcement agencies. The foundation's president and chief executive, Robert Delfay, said all of the municipalities that have participated in the program have been informed about the potential problem and asked to send in a sample of the lock for testing. A decision on a recall would be made when those tests are completed, he said.

So far, law enforcement agencies in Minneapolis and Ramsey County, Minn., have stopped distributing the devices, although they have reported no problems with the locks. In Minneapolis, about 4,000 have been given out since March. Ramsey County, which includes the state capital of St. Paul, distributed 1,000 since last spring and expected to give away 5,000 more during the next year.

Despite concerns over defects,



(Courtesy Project HomeSafe)

Ramsey County Sheriff Bob Fletcher called the devices "clearly better than nothing."

"It doesn't take the place of securing the gun in a place where a child can't find it," Fletcher told The Minneapolis Star Tribune, "but the real benefit is that it keeps a child from picking

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Pressed for applicants, NYPD waives two-year college standard

The initial response has been mixed to a decision by New York City Police Commissioner Bernard Kerik to waive the agency's college requirement in order to increase the size of the applicant pool.

The decision, announced Sept. 27 by Kerik, would make eligible nearly half of the city's 5,000 traffic agents and school safety officers by allowing them to substitute two years of work experience for the 60 college credits that the department has required since 1995. A waiver already exists for those with two years of military training.

In addition, Kerik lowered the age for all applicants from 22 to 21 and extended the deadline for the exam for a second time, to Oct. 27.

"The new initiative is a creative way to enlarge our qualified pool of candidates and attract city residents to a career in the NYPD without lowering our high standards," he said.

The action, however, drew harsh criticism from a variety of quarters, including the Rev. Jesse Jackson, who addressed some 1,000 students and faculty at John Jay College of Criminal Justice on Sept. 28 and said standards for incoming officers should be raised, not lowered.

"An educated police officer is a better police officer," Jackson said. "The fact is that the chin bar of justice must be kept high — academically, morally and emotionally. One does not have to dumb down recruits to make better

police."

Capt. John F. Driscoll, president of the Captains' Endowment Association, also voiced skepticism about the plan, attributing the department's motive less to seeking racial diversity within the force than to filling an academy class.

"Police work is more and more difficult and people are called upon to handle complex problems every day," he told The Chief-Leader, a civil-service newspaper. "It seems to me that they are considering a method of trying to qualify people who couldn't have qualified otherwise."

Others, however, including Patrick J. Lynch, president of the Patrolmen's Benevolent Association, contend that

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Off the hook, for now. . .

On Oct. 31, in a move that shocked prosecutors and infuriated civil rights leaders, a New Jersey judge dismissed all charges against two state troopers whose shooting of three unarmed minority men during a 1998 traffic stop that was instrumental in making racial profiling a national issue. For more on the New Jersey State Police, see Page 8.

Around the Nation

Northeast



DISTRICT OF COLUMBIA — The Library of Congress has refused to join other federal agencies in expanding the authority of its police officers. The Library claims to not have the resources to enter into an agreement that would allow its officers to make arrests outside the Library grounds. Currently, when Library officers leave the premises during lunch, they are required to turn in their weapons and radios and show no outward sign that they are police officers. If they see a crime in progress, they are to call 911. Vernon G. Gehris, chairman of the Fraternal Order of Police Library of Congress labor committee, says that many officers find this frustrating and that it's all about the books and "not about protecting people, or safety."

MAINE — The Portland Police Department has two new police horses, thanks to an outpouring of community support. The mounted unit had been in jeopardy after its senior horse retired and a replacement developed an arthritic condition. The two new members of the unit, temporarily named Bob and Royal, come from a farm in Listowel, Ontario, which has provided horses for other police departments in Canada and the United States.

MARYLAND — Sgt. John Platt, 35, and Officer Kevin McCarthy, 36, of the Baltimore Police Department were killed on Oct. 14 when their cruiser was hit by a pickup truck. The driver of the truck, Shane Weiss, was allegedly drunk when he ran a stop sign and hit the officers' cruiser broadside. He faces drunken driving and vehicular manslaughter charges.

Frederick Police Chief Ray Raffensberger is denying allegations that he misused police powers to order an investigation into local NAACP president Charlene Edmonds. Raffensberger did admit, however, to sending an officer to stake out her home to find out which media representatives were attending a news conference there and to reviewing the chapter's finances. The latter action was taken at the request of the former chapter president, said Raffensberger, who is on paid administrative leave during the investigation.

Baltimore Police Officer Brian L. Sewell was arrested in early October on charges of falsely arresting a man for drug possession. Prosecutors say they will throw out any case in which Sewell was the primary arresting officer. Sewell arrested a man, Raymond Vernon Banks, who he said placed drugs on a park bench. The drugs had been placed there, however, by an officer as part of a random undercover sting. Banks's lawyer is planning a civil suit for false arrest.

MASSACHUSETTS — Barbara Asher, a professional dominatrix, has reportedly told the Quincy police that when a client of hers, Michael Lord, went into distress and stopped breathing, she tried to revive him with CPR before calling her boyfriend, who helped her dismember the bound, hooded man and dispose of his body parts in eight garbage bags. The police

searched her apartment and seized S&M gear, two glass shower doors, phone records, handwritten notes, and bottles of bathroom cleaner and a power saw. Police also searched the landfill in Augusta, Maine, where Asher claims to have disposed of the body but have not recovered any remains.

A Winthrop police officer has been placed on administrative leave for bigamy. On Sept. 17, Patrolman William Hetherington married Raffaella Ricciardi, despite the fact that he was already married with three small children. His first wife, Mary Beth Canney, is suing for divorce, but her attorney does not intend to bring up the bigamy in court, as losing his job would hurt his estranged wife and kids. Police union president Frank Scarpa has said that the behavior seems uncharacteristic of Hetherington, who has performed well in the past.

NEW JERSEY — In Vineland, a man wearing what appeared to be a prison jumpsuit was detained by police for 40 minutes before he finally convinced them that it was a costume he was supposed to wear at his job as manager of a Spencer Gifts store. New Jersey correction officials were concerned enough about the mix-up that they sent a telex to local and national law enforcement officials, warning them not be fooled, and talked to the corporate lawyers for Spencer Gifts. The retail chain agreed to take precautions and instruct employees only to wear the costume in the store. Customers will be warned to wear a cover over the jumpsuit.

Trenton Police Director James Golden Jr. will consult with federal authorities about using federal statutes to help stem the rise in gun-related crimes. Half of the city's 12 homicides this year were committed with guns, and there have been 17 shootings reported since mid-August.

NEW YORK — An undercover police officer in Brooklyn shot and killed a man who tried to rob him of drugs that he had just obtained in a buy-and-bust operation. On Oct. 21, 33-year-old Reynaldo Colon approached the unidentified officer with a folding Leatherman, a metal-colored multipurpose tool. The detective fired four shots, at least three of which hit Colon in the chest and torso. Colon was pronounced dead at the scene. A police official told reporters that the department believes the officer thought the Leatherman was a gun and absolutely feared for his life at the time of the shooting.

A year after establishing the Niagara County Auto Theft Task Force, police officials in Niagara Falls are intensifying their efforts to crack down on car thefts, break-ins and vehicle arsons by conducting surveillance operations throughout the city. A new tip line will enable people to call anonymously to relate information about car-related crimes and insurance fraud cases.

New York City Mayor Rudolph Giuliani and Police Commissioner Bernard Kerik have denounced a proposal that would seal the criminal records of some nonviolent drug offenders. Both believe that sealing this information would deprive police of vital information and could endanger their lives and that employers should have access to this information when making hiring

decisions. Former mayor Edward Koch, whose administration took a hard line on crime, is pushing the proposal as a way of helping former offenders find jobs and stay out of prison.

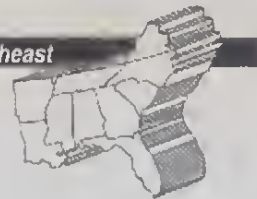
The State Accreditation Council will vote Dec. 8 on whether to accredit the Troy Police Department. Seventy-seven of the state's 550 law enforcement agencies are accredited. If granted, the accreditation lasts 5 years but each year the department must complete a compliance survey.

PENNSYLVANIA — Starting on Oct. 20, a Pittsburgh police task force rounded up people who had not registered in compliance with the state's Megan's Law. Police had originally planned to arrest 60 or 70 people, but many of the violators registered when they learned of the police plans. Instead, 19 people were sought and 8 of them were found and arrested by Oct. 21. It was believed to be the first roundup of its kind in the state.

RHODE ISLAND — The Barrington Police Department has closed its firing range while awaiting test results on whether two stray bullets that were found near houses about a mile away came from their weapons.

VERMONT — The state legislature has given federal law enforcement officials on the U. S.-Canada border the authority to detain suspected drunken drivers or drivers with motor vehicle violations until state officers arrive.

Southeast



ALABAMA — Sexual harassment claims against former Lawrence County Sheriff Bryan Hill have been settled for a reported \$85,000. Of the three women employees who filed suit, drug investigator Faith Hagood Terry will receive most of the settlement—\$60,000. Hill, who lost his job over the issue, did not admit guilt.

FLORIDA — Jacksonville police made 41 arrests this month during a one-day sweep of persons with outstanding arrest warrants for domestic violence charges. The sweep was coordinated by the Mayor's Office, State Attorney's Office, and several advocacy groups. Chief Frank Mackesy of the Jacksonville/Duval Sheriff's Office said that the city's goal with respect to domestic violence is to be "the most progressive community in the country."

LOUISIANA — A three-year-old program that put Lake Pontchartrain Causeway police officers on patrol on Interstate 10 in New Orleans almost came to a halt when the Department of Transportation and Development told the Causeway Commission it would stop paying for the service. In a new contract, however, the state has reconsidered and agreed to pay 20 percent of the cost, with the federal government paying the other 80 percent. The Causeway officers enforce traffic laws, help move wrecked vehicles and assist motorists whose vehicles have broken down. The program has been credited with easing congestion during a 2½-year construction project.

TENNESSEE — The new commander of the Memphis Police Department's organized crime unit, Insp. T. C. Hasty, is working to remake the unit and bring it up to full strength despite a 17-month long investigation into the unit's spending of drug forfeiture money and payments to confidential informants. Many members of the unit have been reassigned or asked for transfers since the investigation started.

VIRGINIA — Most Manassas residents generally feel safe and have little problem with crime within city limits, according to the results of a survey conducted as part of a police effort to implement a community policing plan. However, residents from the Georgetown South subdivision, who make up about 10 percent of the city's 36,000 residents, reported serious problems in every category but property crime. Police Chief John J. Skinner hailed the survey results as evidence of successful policing.

State police have issued about 200 traffic citations since they started using the new Vascar enforcement system on July 1. The system uses troopers in spotter planes who communicate with other officers on the ground.

A mentally retarded man who had spent nearly a decade on death row for a 1982 rape and murder has been pardoned for the crime after DNA testing exonerated him. Tests found that semen on the body of 19-year-old Rebecca L. Williams did not match that of Earl Washington Jr., while semen found on a blanket near the scene matched that of a convicted rapist. Washington, however, will continue to serve a 30-year sentence for beating a 73-year-old woman and burglarizing her house in 1983. Washington had confessed to the rape and murder when he was arrested for the burglary. He later tried to recant but was convicted and sentenced to death. In 1994, his sentence was commuted to life in prison based on preliminary evidence from DNA tests.

Midwest



ILLINOIS — A former Chicago chief of detectives, William Hanhardt, has been accused by federal officials of masterminding a jewel-theft ring that stole \$4.85 million worth of gems and luxury watches in thefts in six states. Hanhardt, who achieved fame in the Chicago Police Department in the 1950's but was even then suspected of organized crime ties, is believed to have gotten police officers to use department computers to provide him with information needed for the thefts. Five other men were indicted along with Hanhardt, some of them with ties to Chicago's organized crime. More indictments are expected.

A federal appeals court has overturned a lower-court ruling that would have prevented Chicago police officer Donald McCormick from suing the city for tolerating bias against black officers who are injured on the job. The appeals court concluded unanimously that the original decision set too high a standard in determining that McCormick had not brought facts showing there was a custom of discriminating against such

officers. McCormick alleges that when he slipped on icy pavement while on duty and was injured, his supervisor told him he would do everything to prevent him from getting injured-on-duty status.

Officers with the Bensenville Police Department will receive an 11.5-percent salary increase over the next three years, putting them on a par with other area departments. While village management and union officials agree that the contract talks went well, some bitter issues are still pending, such as the \$5,000 signing bonus for experienced officers, which was adopted in response to a scandal that left many vacancies in the department.

INDIANA — Former Muncie police officer Brian Fox was convicted Oct. 19 of obstruction of justice and conspiracy for asking a woman to lie to a merit commission probing allegations of misconduct. Fox had sent a fax to local reporters telling them that a homicide file had vanished, and then asked Jacintha Spears to deny being with him in his office when the fax was sent. The trial judge reviewed secretly recorded conversations between Fox and Spears.

KENTUCKY — Danny Neil Yonts, a former Fleming-Neon police chief, was sentenced Oct. 19 to 70 months in prison for his role in a 1998 bank robbery. As part of a plea agreement, Yonts admitted to stealing a gun from the department's evidence locker, furnishing his brother with the gun for the robbery, and appearing at the scene of the robbery first to lead the investigation. Yonts's brother, Emie, has also pleaded guilty, and a third man, Randall Lynn Shepherd, has also been charged.

Acting under a new law, the Kentucky State Police raised \$55,925 from an Oct. 17 auction of confiscated guns. Some jurisdictions, including Lexington, Louisville and Jefferson County, had previously used a loophole in the law to avoid the auction but the legislature recently closed the loophole. While proceeds are to be used for buying bullet-resistant vests for local police officers, opponents of the law argue that auctioning the weapons and thereby returning them to general circulation could increase the chances for violence. Proponents note that only licensed dealers can buy guns at the auction.

Following a string of murders involving criminals with outstanding warrants, the Louisville Police Department plans to crack down by assigning an officer to each police district to serve warrants. Chief Greg Smith said that only 22,000 of the 70,000 outstanding warrants in Jefferson County are within the city. Thirty officers from The Save Our Streets Task Force will be used to serve warrants once they wrap up work on their initial mission of combating a citywide jump in gun violence last summer. Court officials claim that the warrant backlog was a result of antiquated record-keeping and a fragmented method of executing warrants.

MICHIGAN — Warren police officers have been offered paid time off as needed to help them recover after the shooting death of Detective Sgt. Chris Wouters, who was killed on Oct. 11 when a drug suspect, Leka Juncaj, was being booked into city jail. Juncaj, who

had somehow smuggled the gun into the building, shot himself in the head after shooting Wouters.

More than 300 Detroit police vehicles will be equipped with video cameras to record contacts between police and citizens. The cameras are being paid for with a \$1.1-million grant.

OHIO — Prompted by the 1998 deaths of Centerville police officer John Kalamian and Washington Township firefighter Robert O'Toole, the State Highway Patrol is spending \$40,000 on signs warning motorists to slow down or move over when passing stopped public-safety vehicles. The two public safety employees were struck by a car and killed while they were helping a motorist who was involved in a car crash.

WEST VIRGINIA — The State Police drug lab, which has been closed since Sept. 7, will not reopen before the FBI completes its investigation into evidence handling practices. The closing has forced federal prosecutors to postpone some cases.



Plains States

IOWA — In Indianola, the family of a man whose life was saved by the police is moving vigorously toward raising enough money to buy one or possibly two automated defibrillators. The department has one unit that was used to bring Ron Alexander back to life on Aug. 30 when his heart stopped beating. Now his family, which has collected hundreds of items and gift certificates for auction to raise the \$3500 to \$5000 needed for each machine, are hoping that this form of thanks might help other Indianola families save a loved one.

Thomas Lynch, a 23-year veteran of the Davenport Police Department, retired Oct. 11 in order to halt an investigation that followed his arrest on charges of assaulting a female acquaintance. Although misdemeanor charges are still going through the Scott County District Court system, Lynch will be able to collect his full pension.

MINNESOTA — Pennington County chief sheriff's deputy Terry Lynne Bayne has been charged with theft for allegedly stealing \$230 in booking, work release and license fees from the county jail. Beltrami County prosecutors are handling the case.

The Washington County Attorney's office has charged former Stillwater police Sgt. Davin Miller with theft for allegedly taking more than \$2000 from the Stillwater Police Explorer Post that he led from 1992 until this past February. Miller resigned from the Stillwater Police Department when Police Chief Larry Dauffenbach began looking into complaints from the council that oversees the Explorer groups. According to the state auditor's office, the total amount misappropriated could be more than \$10,700.

A Hennepin County district judge has ruled for a second time that Minneapolis must turn over the names of under-

cover officers who participated in a protest at the July 24 conference of the International Society for Animal Genetics. Judge Richard Hopper ruled that because the government infiltrated the protest group and then filed charges against protesters, the defendants are entitled to the information to prepare for their defense, but the information does not have to be made public. A Minneapolis assistant city attorney is reviewing the order to determine whether or not the city will appeal.

MISSOURI — A new state law will require anyone convicted in state court of a misdemeanor sex offense since July 1, 1979, to be registered with authorities. Previously, the law only applied to felony sex offenders.

MONTANA — The state attorney general contends that a state judge went too far in requiring that a convicted drug offender who took drugs during her pregnancy should take birth control pills for 10 years. The 29-year-old offender's deferred sentence was revoked in February after she violated some conditions of the deferral.

WYOMING — For \$10 a year, Whisler Chevrolet in Rock Springs is allowing the police department short-term use of some of its vehicles for special operations, such as surveillance. The department has to provide the fuel and insure the vehicles. Police Chief Nick Kourbelas says that this is a public service and that many community businesses would help in time of need.



Southwest

ARIZONA — Video cameras will soon be standard equipment in 63 state patrol cars. Officers say the recordings will help make cases against impaired or abusive drivers, while some watchdog groups say the cameras will record improper police practices.

Defense attorneys are asking Pima County Superior Court Judge Paul Banales to dismiss numerous DUI cases, including some that involve allegations of vehicular manslaughter or assault, based on questions as to the integrity of the Tucson crime lab. The questions surround the actions of former lab analyst Roger Corcoran, who was fired in May from the Tucson Police Department after an investigation into his use of lab computers to solicit prostitutes and view pornography and his disclosure of confidential information to a civilian. It was later revealed that he had botched a case involving the DUI-related death of a state trooper. Eighteen months after Department of Public Safety Officer Juan Cruz was killed by a drunk driver, the attorney for the accused pleaded her client's case down to manslaughter because questions arose about Corcoran's actions.

COLORADO — Glendale Police Sgt. Scott Harkins has been reinstated to the department after being fired for allegedly mishandling police videotapes that showed a fellow officer kneeling a suspect and dragging him to the ground during an arrest. Sgt. Robert Malafronte

has since been fired for this incident and the suspect has sued the police department and the city. Harkins appealed his firing on the grounds that he was unfairly blamed for the inaction of command staff. He claims to have treated the tapes as evidence — taking custody of the tapes and initialing them, then providing them to his supervisor.

Colorado Springs Police Officer Richard Gostnell, who has been on leave and facing criminal charges for alleged incidents of domestic violence, was arrested Oct. 18 after going to his estranged wife's house and taking their son to his home. Gostnell, who fled when police arrived at his home, was found by K-9 officers and still refused to surrender. After being treated for multiple dog bites, he was taken to the El Paso County jail and faces misdemeanor charges of harassment, criminal mischief and child abuse.

A former Pueblo police officer, Larry Roberts, was acquitted of assault and police misconduct stemming from an August 1999 traffic stop in which Roberts was accused of breaking the nose of a drunken motorist. Roberts maintains that when the motorist, Gilbert Lopez, tried to trip him, he kicked his lower body, but prosecutors say that Lopez was struck in the face. Roberts was fired after the incident, but is appealing the dismissal.

Colorado is the latest state to adopt the Police Corps program, the controversial program that takes bright, motivated college students and puts them through rigorous training before putting them into police uniforms. The program has been criticized for its cost and its military-style training techniques. Program recruits receive reimbursement for college tuition or loans for up to \$30,000. In return, they must promise to work for a Colorado law enforcement agency for four years.

NEW MEXICO — The Hobbs Police Department is in federal court over alleged civil rights violations. The trial stems from a lawsuit brought by two black men arrested during a fight at a Hobbs High School football game in 1996. The suit claims the department singles out minorities for questioning or arrest.

OKLAHOMA — The town of Tyrone has filed for Chapter 9 bankruptcy protection in order to stave off lawsuits over overtime pay for police officers. Attorneys' fees in the suits have equaled the town's budget of about \$150,000. Two dispatchers and a reserve officer are also claiming that they were not even paid minimum wage.

TEXAS — In 1995, Gov. George W. Bush signed a law ending the state's ban on concealed weapons but promised that applicants for permits would undergo rigorous background checks. However, The Los Angeles Times reported on Oct. 3 that state officials have frequently granted permits without waiting for the completion of the background checks. State officials concede that more than 400 people with prior convictions were granted permits including 71 people with recent felonies or misdemeanors that should have disqualified them. All those licenses have been revoked.

A Spanish-language radio station in San

Antonio is providing daily alerts on local Border Patrol activities for undocumented immigrants. Listeners call in with sightings of "limones verdes", or green limes — code for immigration agents and their uniforms. Immigration officials say they had never heard of broadcasting agents' activities but that the show would not be likely to derail the agents' efforts.

Drug overdoses are on the rise in San Antonio. Heroin deaths totaled 45 in 1999, up from 18 the year before, while cocaine deaths rose to 23 from 13 over that period. Gary Kunsman, the chief toxicologist for the Bexar County medical examiner's office, said that apart from a rise in the number of cases, the only new finding in many cases is deaths that can be attributed to multiple drugs and drugs in combination with alcohol. Similar trends have been noted in Seattle and King County, Washington, and Portland, Ore.

A city official has upheld the firing last May of Arlington Police Officer Parker Key. The 17-year police veteran was fired after he caused a 4½-hour stand-off at his home in which he threatened to "eat gun" while rejecting pleas from supervisors, friends and negotiators. Key has since been treated for depression and his attorneys and police association representatives maintain that he shouldn't have been fired for an illness. The case has gone to City Manager Chuck Kiefer.

UTAH — The Utah Department of Transportation has completed the first phase of its new five-year high-tech safety initiative, geared toward improving emergency preparedness in Utah in time for the 2002 Winter Olympics. The department contracted the Operation Respond Institute to equip the local emergency response community with a new information system that can be used in hazardous-materials emergencies and passenger train incidents like rescue or counter-terrorism operations. Software will be provided to at least 25 emergency agencies by mid-2001 and will remain at their disposal through 2005.



Far West

CALIFORNIA — Despite heavy opposition, San Diego city officials have taken the first step toward a clean-needle exchange program, by approving a motion declaring that the spread of the HIV virus through the sharing of needles is a public health emergency. City officials cited several reasons for the policy shift, including a recent study that indicated that 30 percent of San Diego police officers have reported at least one needle-stick injury while on the job.

The person offered the vacant police chief's position in San Jacinto has changed his mind and will not be taking the job. Although San Fernando police Lieut. Joseph "Dan" Peavy claims that he has decided to drop out for personal reasons, some people have speculated that the decision may have to do with San Jacinto not offering salaries or pension plans that are competi-

tive with larger agencies.

An Oceanside police officer accidentally shot another officer during a training exercise designed to instruct a rookie on how to handle enraged motorists at traffic stops. The injured officer is in fair condition. The officers involved are on administrative leave while the shooting is being investigated.

Gerald Steven Silvestri, a 37-year-old San Bernardino police officer and father of two, died Oct. 14 from injuries sustained in an accident when his car hit a tree while responding to a call for help from a fellow officer. He was the first San Bernardino officer in a decade to die in the line of duty.

HAWAII — Hawaii County Police Chief Wayne Carvalho denies that his retirement this month is related to calls for his resignation since his conviction on rigging police promotions. Carvalho is appealing that verdict and claims that someone else was in charge at the time. In the meantime, the County Police Commission is limiting the search for the new chief to within the state, despite the desires of some Big Island residents to conduct a nationwide search.

IDAHO — The state legislature has enacted a law requiring repeat drunken-driving offenders to have an alcohol ignition interlock device installed in any car they drive. A car with the device will not start if the system detects alcohol on the driver's breath.

NEVADA — With only nine dissenting votes, 300 Nevada Highway Patrol officers may soon join the Teamsters union. Gary Wolff, a spokesman for the NHP Association, says that salaries are an issue for troopers, but medical benefits are an even bigger concern. Wolff said the Highway Patrol loses "quite a few troopers" to better-paying Clark County law enforcement agencies.

OREGON — A 10-year veteran of the Portland Police Department was arraigned Oct. 17 on charges of fraud. Ronald Hensen allegedly forged a prescription for pain medication to treat a back injury he suffered while on duty in August of 1991. Hensen, who has had at least nine operations on his lower hip, back and buttocks, and has tried physical therapy and acupuncture, did not seek disability and said he did not tell anybody of his problem because he did not want to stop working.

WASHINGTON — Puyallup Police Sgt. Dan Waddington was demoted to patrol officer Oct. 11 after being caught on videotape watching pornography on the laptop computer in his patrol car. The tape was aired on several Seattle-area television stations. Police Chief Rodger Cool said that the behavior clearly violated the department's established rules of conduct, but that the officer has an otherwise unblemished service record.

Who needs 411?

When you need information, there's really only one place to turn — Law Enforcement News.

Eyeing the exit

After managing the nation's war on drugs for nearly five years, White House drug czar **Barry McCaffrey** said this month that he would be stepping aside on Jan. 6 so that whichever candidate becomes president would have a clean slate to form his own policies on substance abuse.

Since his appointment by President Clinton in 1996, McCaffrey, 57, has overseen a dramatic increase in the level of funding for prevention, education and treatment. During those years, the federal budget for treatment alone grew by 35 percent, or to more than \$3 billion. At the same time, money for prevention and education expanded by 52 percent. As director of the Office of National Drug Control Policy (ONDCP), McCaffrey heads an agency with a budget of \$500 million, as compared with \$35 million five years ago.

As a private citizen, McCaffrey, a retired Army general, said he plans to write a book about those people, from scientists to addicts, whom he considers heroes in the drug war. McCaffrey is also considering returning to his alma mater, the U.S. Military Academy at West Point, to teach a course on national security.

McCaffrey said his understanding of the drug problem has "clearly" changed since he was directing interdiction efforts from Panama as head of the U.S. Army's Southern Command. "I think I'm far more confident than I was before," McCaffrey told *The Washington Post*. "I understand this is not a city problem. Poor people, black people,

brown people — it's a problem that affects every part of our society. The second thing I understand is there are a lot of people who know what they're talking about."

McCaffrey has been praised by federal law-enforcement authorities and lawmakers for his stewardship of the ONDCP. He was often outspoken about government policies he disagreed with, urging Clinton to spend more than \$1 billion on aid to three Andean nations, more than half of it going to Colombia.

"Colombia is out of control; it is a slipping nightmare," he said at the time. Eventually, the package was approved by the administration and Congress.

Last year, McCaffrey called the incarceration of nonviolent addicts a "failed social policy" and asked for a "historic shift in getting drug treatment effectively integrated in the criminal justice system."

Imitating life

Television is paying homage to the crime-fighting philosophy of former New York City deputy police commissioner **Jack Maple**, who during the tenure of Police Commissioner **William Bratton** developed a number of techniques, known collectively as Compstat, that have been credited with lowering crime in the Big Apple and numerous other jurisdictions.

The CBS-TV program, called "The District," is set in Washington, D.C., where a flamboyant police chief, played by **Craig T. Nelson**, is brought in from Newark, N.J., to shake up a troubled department. Although the idea of a white person hired to clean up a largely minority agency in a largely minority city has raised some hackles, the show's producer, **Terry George**, said it is nonetheless truthful.

"The white guy coming into the black city is, in reality, what Jack [Maple] did in New Orleans; Jackson, Miss., and Philadelphia. So that's a reality," he told *The Copley News Service*.

Top of the heap

The American Society of Criminology has elected Dr. **Lawrence W. Sherman** as president of the organization for a one-year term beginning in January.

Sherman, who is the Albert M. Greenfield Professor of Human Relations and director of the Fels Center of Government at the University of Pennsylvania, has produced research on higher education for police, gun crime and domestic violence, among other issues, which have influenced public policy and criminology theory for the past 30 years.

"Preventing Crime: What Works, What Doesn't, What's Promising," his 1997 congressionally mandated study,

was hailed by *The New York Times* as the most "comprehensive study ever of crime prevention."

In 1986, Sherman's finding that just 3 percent of addresses in a city produced over half of all criminal events led to directed patrol strategies that focus on "hot spots" of crime. Two years earlier, a randomized, controlled trial he conducted in the use of arrest resulted in changed laws on arrests for domestic violence in 30 states.

Sherman's conclusion in a 1980 study that restricting police powers to kill did not increase crime was cited by the U.S. Supreme Court in its 1985 decision in *Tennessee v. Garner*, which barred law enforcement from shooting at fleeing felons.

Last year, the ASC awarded Sherman its Edwin Sutherland Award for outstanding contributions to the field. He was also elected to a five-year term as president of the International Society of Criminology, making him the first person to serve simultaneously in both organizations.

Dan's the man

Telling his new colleagues and subordinates very simply, "I commit to doing my best" and "I'd like to get started," former Metro-Dade Police Maj. **Dan Flynn** was sworn in last month as the new police chief of Savannah, Ga. — a swift wrap-up to nearly a year of searching by officials.

Flynn, 49, was chosen to succeed **David Gellatly** in a closely watched competition with interim chief Maj. **Dan Reynolds**. Gellatly, who retired on Dec. 31, was chief for nearly 19 years.

A career officer with the Miami-Dade agency, Flynn worked his way through the ranks of that department beginning in 1973 as a patrolman. Over the years he served as commander of the tactical narcotics team and was promoted head of the bureau in 1991 when he was made a major. He served as commander of the professional compliance bureau from 1993 until 1996. That year, he was appointed commander of the department's special patrol bureau, the post he held until being named chief in Savannah.

Flynn has written several articles for *Law Enforcement News*. In "Detecting Stress to Prevent Misconduct," he explored how the effects of stress could adversely affect an officer's career and public confidence in the department. A later article described how the Metro-Dade Police Department developed its SERT (Special Events Response Team) program, and used to manage emotionally charged rallies, demonstrations and gatherings. [See *LEN*, May 31, 1995, and Nov. 30, 1997.]



Sherman
Taking the reins

Down by Riverside

The Riverside, Calif., Police Department badge will be a good badge, vows **Russ Leach**, who was sworn in last month as the agency's new chief.

With the fatal shooting of Tyisha Miller two years ago, an event that led to the establishment of a civilian review board and other changes in the department, the RPD picked up a reputation

for being unmanageable. That is not the case, said Leach.

"I've been very impressed with the people I've met so far," he told *The Riverside Press-Enterprise*.

Leach is a former Los Angeles Police Department commander who left the agency after 20 years to become chief in El Paso in 1995. In 1998, he gave up that position to become deputy director of DARE America.

One of his first priorities in Riverside, Leach said, would be the creation of a chief's advisory panel made up of a group of residents who will meet with him monthly to discuss issues and policies. Filling department vacancies is also a priority, as is getting officers the training they need.

The chief's position in Riverside has been open since January when **Jerry Carroll** stepped down amid controversy over the promotion of minority officers and the firing of the officers who shot Miller.

Tales of 2 cities

Trevor A. Hampton did not become chief of Elizabeth City, N.C. to be liked — which is probably wise, given the controversy surrounding his selection by the City Council this summer.

Elizabeth City's first black police leader, Hampton had previously served as chief in Flint, Mich., and Durham, N.C. As a captain in Greensboro, N.C., in 1979, he was in charge of a section of town where a communist rally ran afoul of a group of Ku Klux Klansmen and neo-Nazis. Five were killed and nine wounded, according to newspaper reports.

That incident, for which Hampton bore much of the criticism, became a focal point for many white residents who opposed his appointment as chief at two meetings held in August by Elizabeth City officials, according to *The Norfolk Virginian-Pilot*.

"It's a shame that those kinds of rumors and false allegations are still out there, just because at one time they were put forward," said **Orville W. Powell**, who was Durham's city manager while Hampton was chief there, and is now an associate professor at the University of Indiana at Bloomington's School of Public and Environmental Affairs. "I don't know that you'll find anybody more knowledgeable in the profession than Trevor," he told *The Virginian-Pilot*.

Hampton is the third chief to serve Elizabeth City in as many years. His most immediate predecessor, **Elliott Phelps**, took over from **Mike Lloyd**, who held the position for about a year. Prior to him was **Herman L. Bunch**, who served for four years.

While some have questioned why Hampton would want to move from a department where he was responsible for some 500 employees to one with just 60, the chief said it would give him the opportunity to speak directly with each individual. "I don't have to be interpreted through the chain of command," he said. "I like that."

The Elizabeth City department will also benefit from some of the organizational changes he plans to make, said Hampton. "Too many people have their hands in too many different things," he said. "We're gonna clean that up, not

on the basis of who likes who, but on the basis of skills and abilities. Some folks are gonna be rankled by some of the changes, and that's normal."

Hampton, a 32-year police veteran, began with the Greensboro Police Department, which he left in 1984 to become deputy chief in Columbia, S.C. In 1988, he became Durham's first black chief.

But after some well-publicized problems with people he had hired, and an investigation into an alleged prostitution ring being operated within the department, he stepped down in 1992. No evidence of wrongdoing was found by either an internal probe or outside investigating agencies.

Taking over the chief's job in Flint, meanwhile, is **Bradford Barksdale**, a 23-year veteran who headed the agency's Special Operations Bureau until being named to the top spot last month by Mayor **Woodrow Stanley**, a classmate of Barksdale's at University of Michigan-Flint.

Observers say the challenge for the new chief, who has a reputation for being a fearless street officer, will be balancing his love for hands-on police work with his executive duties.

"I think he's the perfect person — a rookie who worked his way up the ranks," said 5th Ward Councilman **Barry Williams**, a former patrol partner of Barksdale's. "His goal was to get drug dealers. Ever since I've known him, he wanted to clean up the streets. He'll be out there. This is going to be the first chief, I think, that'll be riding in the streets."

Quick study

Since the unexpected death of Bloomington, Ill., Police Chief **Dennis O'Brien** this past summer, his successor, **Roger Aikin**, has been playing a game of catch-up while getting used to his new responsibilities.

"From my perspective, Roger's doing fine," said City Manager **Tom Hamilton**. "He's been awful busy trying to pick up the pieces and trying to put them back together. I've heard good things from city staff about his administration. He just needs to make sure he doesn't burn himself out," he told *The (Bloomington) Pantagraph*.

Aikin, 48, is a 22-year veteran of the police department. He had been an assistant in charge of operations when he was named assistant chief for administration by O'Brien, who was made chief himself after the retirement on July 28 of **Dick Ryan**. But O'Brien succumbed to complications from brain cancer just three weeks later. On Aug. 24, Aikin assumed command of the department.

Among the topics that Aikin and his staff must deal with in coming weeks are the preparation of an \$8-million-plus budget; a reduction in the minimum educational requirement for recruits from 60 college credits back to a high school diploma or equivalency; the city's new contract with the Police Benevolent and Protective Association Unit 21, and the police-involved shooting on Oct. 2 of a Tacoma, Wash., man.

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End of the line nearing for crime reductions?

The nation's crime rate continued its downward spiral for an eighth straight year in 1999, with a 7-percent decrease over the previous year's figures, but criminologists warn that the relatively small dip in the murder rates of major cities is an indication that the days of record-setting reductions may be coming to an end.

According to the FBI's preliminary Uniform Crime Reports for 1999, released in October, serious crime in the United States is at its lowest point in 21 years. Decreases of 8 percent from 1998 to 1999 were recorded for both murder and robbery, with aggravated assault figures falling by 6 percent. Last year, said the report, the number of violent crimes was 20 percent below 1995 figures and 21 percent below those of 1990.

Based on reports of violent and property crimes by some 17,000 city, county and state law enforcement agencies, the UCR's Crime Index totaled 11.6 million offenses. The South accounted for 41 percent of that volume, and also had the smallest decrease of all four national regions — 5 percent. Twenty-three percent of the Crime Index came from the Western states, which showed a decrease in offenses from 1998 of 10 percent. Crime in both the Northeast and the Midwest fell by 7 percent, with the Northeast accounting for 14 percent of the total offenses in the nation, and the Midwest accounting for 22 percent.

There were an estimated 1.5 million violent crimes reported last year, making the ratio of 525 per 100,000 residents the lowest since 1978. Declines were found in all violent crime categories: murder, forcible rape, robbery and aggravated assault. Property crimes fell by 7 percent, with an estimated 10.2 million reported to law enforcement. The estimated loss from thefts totaled nearly \$14.8 billion last year.

Although the number of murders was lower by 8 percent compared to 1999, and 28 percent lower than in 1995, it rose in some major cities, including Phoenix and New York. In 1998, New York reported 633 homicides as compared with 671 last year. Big cities with more than 1 million residents showed the smallest decline in their homicide rates of any size community — down just 4 percent, from 13.5 to 13 per 100,000. In 1998, major cities saw an 11-percent drop.

"The big cities are reaching their limit" in crime reduction, said James Alan Fox, a professor of criminology at Northeastern University. Such increases, he told USA Today, are inevitable. "It's Newton's Law of Criminology," said Fox. "If he had studied criminology, he would've said what goes up, must come down. And what comes down, must go up."

Big cities were the first to see soaring crime rates in the 1980s, and the first to experience reductions in the 1990s, noted Prof. Alfred Blumstein of Carnegie Mellon University in Pittsburgh. "Now, having the lowest murder rate decline suggests they'll be the first to stabilize. Murders and crime can't go down forever," he told The Associated Press.

In Phoenix, the number of homicides rose from 185 in 1998 to 214 last year, a 15-percent increase. But that figure has since fallen, with 115 murders recorded through September of this

year compared with 176 in the same month in 1999.

Police attribute the decrease to the tightening of borders and the creation of a Homicide Drug Task Force, which takes a multidisciplinary approach to solving and preventing murders which increasingly involve drugs and smuggling. The agency also gives credit to a domestic violence Threat Assessment Team for this year's decrease.

Richmond, Va., last year had a significant decrease in its murder rate — 23 percent — from 1998. Overall, the city's serious crime rate fell by 12 per-

cent, with aggravated assault declining by 24 percent.

"We would like to attribute it to the community and police department working together," Maj. Rick Hicks told The Richmond Times Dispatch. "We'd like to think of this as a trend. We're doing everything we can to see this continue."

In neighboring Henrico and Chesterfield counties, assaults rose sharply from 1998, by 57 percent and 69 percent, respectively. Juveniles, said Chesterfield Police Chief Carl R. Baker, are responsible for many of the offenses, which are taken more seriously by law enforcement these days.

"If [Newton] had studied criminology, he would've said what goes up, must come down. And what comes down, must go up."

— *Criminologist James Alan Fox*

cent, with aggravated assault declining by 24 percent.

"If you get into a fight in high school, you're going to be charged," he told The Times Dispatch. "I expect to see that number go up, but when I look at the statistics for this year they're starting to level off. I think we're teaching accountability."

Henrico Police Chief Henry W. Stanley Jr. said the 36-percent leap in aggravated assaults in his jurisdiction last year was attributable at least in part to the county's population growth. "You're going to continue seeing that go up with the number of calls," he said.

Among the safest areas in the country to live is the Shoals area in northwest Alabama, according to UCR data. Last year, the area reported 2,290 crimes per 100,000 residents. The Florence metropolitan area, which includes

Colbert and Lauderdale counties, was ranked fifth safest out of 255 locations studied nationwide and has had a 30-percent drop in violent crime since 1997, according to Florence Police Chief Rick Singleton.

"When we started our community policing program in 1997, we announced a goal of making this area one of the 10 safest in the country," he told The Associated Press. "It's exhilarating when you achieve a goal of this magnitude."

In Iowa, the state's own Uniform Crime Report showed a decrease in the

number of murders from 66 in 1998 to 48 in 1999, but also the highest level of domestic violence since it began collecting such data in 1986.

Last year, there were 6,963 victims of a domestic abuse, an increase of 8.3 percent. The figure also surpassed the previous high in 1995 of 6,788. Domestic violence, in fact, was the largest reported increase among the statistics compiled in the report.

"I think one of the things they indicate is that people are more willing to step forward and report abuse than in the past," Lieut. Gov. Sally Pederson told The (Dubuque) Telegraph-Herald. "Whereas this was a topic that people would hardly talk about 10 or 15 years ago, there is a much more widely accepted notion that women need help and that help is available."

Mirroring the FBI's findings, the crime report compiled by the Pennsylvania State Police found serious crime in that state to have dropped more than 6 percent last year, from 369,000 serious crimes in 1998 to 345,000 in 1999.

"It's clear that our all-out assault on crime is paying off," said Gov. Tom Ridge.

However, the figures also indicated a 5-percent increase in arson and in aggravated assaults, and an 11 percent increase in crime on college campuses. Drug abuse violations also grew last year by 3 percent over the previous year's figures.

Homeless have their hands out — to be fingerprinted

The homeless population in Riverside County, Calif., will be fingerprinted beginning in November under a voluntary program aimed at creating a database of case histories for use by the area's social service agencies.

Law enforcement can only obtain access to the data by a judge's order, but that fact hasn't prevented the plan from drawing criticism from civil libertarians. "How voluntary could this possibly be?" asked Dan Tokaji, a staff attorney for the American Civil Liberties Union in Los Angeles. "When you have someone in a position of power requesting information from a needy person, there is inherent coercion."

No one will be denied services if

they refuse to be fingerprinted, said Kevin Gaines, a spokesman for the county's Department of Public Social Services. The plan is intended to help prevent duplication of effort and abuse of the system by better tracking of services, he told The Riverside Press-Enterprise.

According to Cathy Welborn, who administers the county's homeless services, information on the number of individuals who pass through the area's shelters is so vague that it has been placed at anywhere between 2,000 and 10,000. In September, county supervisors approved the purchase of 10 biometric imaging machines, at a cost of \$200,000, which will be used to scan

Police & partners tackle safety concerns in low-income housing

The Arlington, Tex., Police Department has no illusions about turning low-income apartment complexes into top-dollar dwellings, but by pulling together a consortium of regulatory agencies and private businesses, it is hoping to make the city's multi-family buildings safer for residents and less of a drain on law enforcement resources.

Modeled on the Crime Free Multi-Housing Program in Mesa, Ariz., the initiative that Arlington authorities plan to roll out in January calls for a collaborative effort from the managers and managing agents of some 600 complexes, law enforcement, housing code enforcement and the city attorney's office to establish standards and then stick to them.

The plan includes keeping the properties up to code; meeting environmental crime prevention standards; a more thorough screening processes for applicants; educating residents on neighborhood and apartment watch initiatives; and a "one-strike-and-you're-out" policy aimed at getting tenants to obey rules set by the complex.

"If they violate the rules or break the lease, the complex is willing to be stringent about the lease, and if they damage the property or don't live up to the rules, then they have to leave," said Lieut. Jay Six. "This could be applied to any level [of housing], it is applied most frequently at low-income complexes because that's where the largest problems tend to be," he told Law Enforcement News.

The department decided to adopt the program after years of assigning officers specifically to the three areas of the city with the highest concentration of older, typically low-end complexes, said Six. "We have thrown police officers and storefronts and off-duty officers and one thing or another at those places for years and years," he said. "And frankly, we just haven't had the effect that we want."

In Mesa, said Six, neighborhoods once rife with open-air crack-dealing, prostitution and other disturbances were made into livable areas again. "They had such great success, we just felt this is something worth looking into," he said.

While the initiative is voluntary, property owners who do sign on get their apartment complexes added to a list compiled by the police department

that shows which buildings in the city meet the standards set by the Multi-Family Crime Free Program. Newcomers to the area frequently ask the department about housing, said Six. The agency's records division produces a monthly computer printout for the public listing the type of offense and the apartment complex where it occurred.

However, without a tremendous amount of research, Six said, it is difficult for people just browsing through the statistics to compare the level of crime from one complex to another. What the program will do is tell the public which apartment houses have received a "stamp of approval" from the department.

The program, Six added, puts the onus on property owners, not the police, to make tenants follow the rules. "We are not necessarily indicating that what we're going to do is throw the troublemakers out and make these places top-dollar complexes," he said. "What we're doing is taking these areas that have been and will continue to be for low-income or medium-income people who can't afford to live in brand new places and make them safe to live."

New life for popular LA program

A well-liked community-policing program that had been shelved by the Los Angeles Police Department was dusted off and given new life in October when Police Chief Bernard Parks and Mayor Richard Riordan announced that the 168 members of the Senior Lead Officer (SLO) program would be redeployed to handle quality-of-life issues.

The SLO initiative was popular with Neighborhood Watch and other community safety groups since it gave them direct, daily contact with one high-ranking officer. But in February 1999, the program's personnel were reassigned to regular crime patrol.

Riordan, however, said that the program would not only be restored but expanded. Each of the 168 officers would receive special training in community relations, problem solving, community policing, handling the mentally disabled and strategic planning.

The first 84 senior officers, he said, would immediately be deployed in the city's four major geographic sections, with the second group to follow in July. The officers, said Parks and Riordan, will be a contact point for the community and will attend community and business meetings. In addition, the SLOs will train new officers either still on probation or learning basic patrol duties. They will be available to the community seven days a week, not just weekdays, they said.

"The No. 1 priority of the Los Angeles Police Department is to provide the highest level of service to the people of the community," said Parks. "The driving philosophy to providing this service is community based policing: government, which includes territorial imperative, partnerships, problem solving," he told The Associated Press.

Naming names:

Law enforcement, rap square off again

Federal drug enforcement officials were disturbed this month by the release of a rap song by a record promoter under investigation for drug trafficking, in which the singer names federal agents and speaks of killing informants and derailing drug investigations.

On the CD "Last of a Dying

Breed," rap artist Brad "Scarface" Jordan boasts: "Can't be stopped. Not even by a badge. Schumacher's been chasin' me. Tryin' to set me up. Bustin' down my street. Lockin' up my dog, to see if he can catch me. But I don't sell no dope... (expletive) the DEA."

The song appears to stem from a letter sent in August 1999 by U.S. Rep-

resentative Maxine Waters (D.-Calif.) on behalf of James A. Prince, owner of the Houston-based Rap-A-Lot Records. Waters, whose letter asked Attorney General Janet Reno for an investigation of the Drug Enforcement Administration, denied in a report by The Dallas Morning News that she had intervened in an attempt to stop the investigation

of Prince.

"My letter speaks for itself," said Waters. "Nowhere in the letter does it ask to halt an investigation. My letter was based on the allegations that Mr. Prince was making about harassment and fear for his life. I told him if you don't have anything to hide, come to Washington to file a report."



BAD RAP: The latest CD from rapper Brian "Scarface" Jordan has ruffled the DEA's feathers.

Waters's letter also states that Jack Schumacher, the agent in charge of the 2½-year task force investigation of Prince and his associates, has been involved in six fatal shootings. Racial slurs, harassment and racial profiling, she said, may have entered into the probe.

In a statement given two days after Waters's letter was reported by the press, Prince asserted that the DEA had targeted him in a narcotics investigation because he is black. He told The Morning News that despite 12 years of "Gestapo-type methods" and "criminal tactics" on the part of the agency, no wrongdoing has been shown on his part. Prince has been arrested twice on minor drug and weapons charges that were later dropped.


In 1993, the record label released a best-selling album by the Geto Boys, a group that included Jordan, which contained lyrics about threatening to shoot police. Prince complained on the CD that his company was the target of a DEA conspiracy.

Said Ernest Howard, the special agent-in-charge of the DEA's Houston field office: "The mere fact that they would go that far in the back of my mind substantiates our investigation in that case."

Although the DEA said the case remains active, investigators directly involved in the case said they were ordered to stop their probe in September 1999. Federal documents reported by The Associated Press detail how agents were ordered to freeze the investigation, which has resulted in the convictions of more than 20 people in Oklahoma City, Beaumont and Houston, including some of Prince's associates and a Houston police officer.

Schumacher, a 27-year veteran, was transferred in March from active investigation to a desk job. The reassignment, said Howard, was to protect him and the case. "In this case if he did everything right from A to Z it would have been wrong to some people," he said.

Howard said that no pressure from either Reno or Waters was placed on the DEA to halt the probe.



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Serial killers are still part of the crime scene

Just because few serial killers in recent years have achieved the notoriety of a Jeffrey Dahmer or Ted Bundy does not mean that such offenders, who both captivate and terrify the public, have disappeared from the landscape. In recent months, police from Brooklyn, N.Y., to Anchorage, Alaska, arrested a number of suspects they believe responsible for multiple deaths — in some cases stretching back years.

Still other accused serial murderers who are already in custody faced new rounds of court proceedings in September and October.

In an unusual turn of events, police in Bangor, Maine, this month were led to the burial sites of Jerilyn Towers, Lynn Willette and Jennifer Hicks, the latter the wife of confessed serial killer James Rodney Hicks. The tour and subsequent identification of the remains by the state medical examiner's office has given authorities the evidence they need to convict him.

Hicks was remodeling the home of a 67-year-old Lubbock, Texas, woman in April when he threatened her with a handgun, forced her to sign a check for \$1,250 and write her own suicide note. She escaped while he was filling a bathtub. Rather than stand trial in Texas, where he would face a possible death sentence, Hicks made a deal with Maine investigators to cooperate fully in exchange for the chance to spend the rest of his life in prison there, close to his brothers, sisters and children.

On Oct. 10, Hicks appeared in District Court, charged with the murder of Willette, who had lived and worked with him until she vanished in 1996.

Hicks had been released from prison in 1990 after serving a six-year sentence for manslaughter for the death of his wife. He was convicted on strong circumstantial evidence since Jennifer Hicks's body had never been discovered. She had been missing since 1977, a fact uncovered by Newport Police Chief James Ricker when he was a patrol officer investigating the disappearance of Towers in 1982.

Due to lack of evidence, Hicks had never been charged with the murder of either Willette or Towers. Had it not been for the incident in Texas, prosecutors say, he would probably have gotten away with their murders.

Police in Anchorage, meanwhile, say they have caught the killer of a 33-year-old Spenard woman who had been raped and bludgeoned to death. They believe the suspect, Joshua Alan Wade, 20, may have killed others in the past two years.

Wade was charged with the first-degree murder in Brown's death. According to court papers, he beat Brown on the head with a rock and shovel, leaving her in an abandoned shed on Aug. 30. As she lay bleeding, Wade allegedly sexually assaulted her and slit her throat. Two friends helped him get rid of the shovel that night, according to the documents. On the second evening, Wade molested the body again and took two friends to see it.

Those friends agreed to help police by wearing microphones. A conversation was recorded during which Wade read a newspaper description of Brown's killing and said: "That's her!" Still looking at the paper, according to

the transcript, Wade exclaims: "There's that other b—."

While the charging document filed in court does not directly link Wade to other killings over the past 18 months, investigators said it suggests that the suspect may have been familiar with at least one of five other women whose murders remain unsolved.

The time frame coincides with the deaths of a string of local women, five of them Alaska Natives and one African-American.

Authorities in Augusta, Ga., are wondering if they, too, have a serial killer on their hands. Police in October arrested Reinaldo Rivera, 37, who confessed to killing four women and attacking a fifth over the past 17 months. The fifth victim, who survived, identified him to police. Rivera subsequently led authorities to two of the hodies.

Maj. Ken Autry of the Richmond County Police Department described Rivera as having joined the Navy when he was 19, trained in San Diego and spent three years at sea. He worked for the Joint Chiefs of Staff from 1986 to 1991 in Washington, then spent three years at the University of South Carolina in Columbia earning a degree in administration.

In January 1998, he and his wife, Tammy Lisa Bonnette, moved to Aiken County, across the Savannah River from Augusta. Three years earlier, he was given an other-than-honorable discharge from the Navy after being charged with soliciting a minor for approaching two 16-year-olds.

Since word of Rivera's arrest has spread, families and law enforcement

agencies in the cities the suspect has lived in have called upon the Richmond County department and Rivera's attorney, Peter D. Johnson, hoping for information that could help resolve missing persons cases and killings.

Said Johnson: "Apparently people have learned where he's been and they are calling. I tell them, 'I'm sorry, but I just can't tell help you.'"

In Orange County, Calif., sheriff's investigators have linked DNA from several cold cases, leading them to believe that a serial killer known as the "Original Nightstalker" may have committed as many as 10 slayings nearly two decades ago.

The evidence from rape kits ties six murder scenes to a single killer who is believed to have prowled the neighborhoods of Ventura, Irvine, Laguna Niguel and Goleta. Investigators say he may have watched some couples having sex before breaking in, raping the woman before killing her and the man. He may also have brought along a German shepherd, they say, because dog prints were found at a 1979 double slaying in Goleta. In 1981, neighbors saw a man and a dog running from the Irvine home of a victim who was bludgeoned to death.

A list of more than 7,000 potential suspects has been compiled by researchers by sifting through old reports and re-interviewing witnesses.

"Perhaps it would have been easier not to relive this nightmare, especially in public," said Ron Harrington, whose younger brother and sister-in-law were among the victims. "But hopefully — even after 20 years — this matter will

be resolved," he told The Los Angeles Times.

Keith Harrington and his wife, Patti, were killed on Aug. 19, 1980. The killer entered through an unlocked door at their Laguna Niguel home.

In Spokane, Wash., Robert Yates Jr., 48, pleaded guilty on Oct. 19 to killing 13 women in Washington state during the past 25 years. The guilty plea, part of an agreement to avoid the death pen-



Serial killer Robert Yates Jr. faces the music in a Spokane courtroom.

alty, could result in a prison sentence of 447 years for Yates, an Army veteran and helicopter pilot. However, the agreement does not cover three other slayings, two in the Tacoma area and another in Spokane, for which Yates could still be executed if convicted.

A homeless man in Brooklyn, N.Y., was arrested and charged in August with the murders of as many as six women, all of whom were strangled.

Police captured Vincent (Vincen) Johnson, 31, as he walked toward Brooklyn on the Williamsburg Bridge after he had been spotted on Manhattan's Lower East Side. Investigators said Johnson lured his victims to vacant lots, rooftops, even their own bedrooms before killing them. Most of the victims had arrest records for prostitution or drug offenses; two were Hispanic, three black and one white.

A panhandler, Johnson had been arrested seven times for drug offenses, trespassing and theft of services, according to police. He was arrested one hour after the release of a photograph along with a public plea for help in finding him.

In each of the murders, the killer used what was on hand — in one case, a victim's own shoelaces, in another, the waistband from her sweatpants. Two were killed with electrical wire, and one with a strand of cloth.

On Sept. 6, Michael Swango, the former doctor who admitted to killing four people, was sentenced to three consecutive life sentences, which he will serve at the super-maximum security federal prison in Florence, Colo.

Swango said he intentionally murdered George Siano, 60, Aldo Serini, 62, and Thomas Sammarco, 73, while they were patients at Northport Veterans Affairs Medical Center on Long Island in 1993. He also admitted to killing Cynthia McGee, a 19-year-old gymnast, in 1984 at a Ohio hospital, and to injecting a fourth patient, Barron Harris, with toxins at Northport in 1993. Swango also killed two patients at a mission hospital in Zimbabwe in 1995.

LA bites the bullet on consent decree to avoid Justice Department lawsuit

Faced with the prospect of a divisive lawsuit by the Justice Department on one hand, and enough City Council votes to override a mayoral veto on the other, Los Angeles Mayor Richard Riordan and Police Commissioner Bernard Parks withdrew their opposition last month to a federal consent decree that would compel the type of broad police reforms that have eluded city and department officials for the past decade.

Riordan rescinded his threatened veto on the condition that control of the agency remain with local authorities, that paperwork for officers be minimized and that the agreement run out after five years unless extended by the Justice Department. That cleared the way for a City Council vote of 10-to-2 on Sept. 19 to accept the reform package in principle.

"We believe that reform of the Los Angeles Police Department must move forward," Riordan wrote in a joint letter to the Justice Department with City Council President John Ferraro and Councilman Alex Padilla. "A lingering and acrimonious lawsuit between the Department of Justice and the city is not in the best interest of Los Angeles or the LAPD," said the letter.

Parks was described in the missive as being "supportive" of the officials' conclusions.

The police chief later said: "If you had been at our staff meeting, you would have heard 'woe is me' for the last time. We are now committed. We are not going to drag our feet." Many

of the steps required under the agreement are already being implemented, he told The Associated Press. "Roughly 60 percent of it, we are already doing."

While the blueprint still needs to be finalized, the City Council approved dozens of requirements. Among those called for by the Justice Department is the appointment of an independent overseer and a supervising federal judge who will ensure implementation of the reforms. The monitor will be provided with "full and unrestricted" access to staff, facilities, databases and documents deemed necessary for carrying out the duties of the assignment. While the overseer will remain in regular contact with officials, the position is not intended to replace the duties of either the Board of Police Commissioners or the LAPD's inspector general.

The City Council this month voted to create its own ad hoc panel to make sure the reform process stays on track. Under the proposal by Councilman Mark Ridley-Thomas, the committee will monitor the LAPD's compliance with the decree as well as its implementation of recommendations made by the Christopher Commission in 1992.

"If there is going to be a consent decree, there ought to be oversight so we don't end up in a situation where we have to go back to court and say that we were asleep at the switch," Councilwoman Jackie Goldberg told The Los Angeles Times. "It's just a good method of making sure the commitments the city makes are kept."

After four years of investigation, the Justice Department found officers to have engaged in a systematic "pattern and practice" of abusive conduct. Los Angeles is the largest city thus far to have its police department come under the supervision of the federal government. Consent decrees have already been reached with police departments in Pittsburgh, Steubenville, Ohio, and most recently the New Jersey State Police, where the aim was to prohibit racial profiling by troopers. Unable to reach a similar consent decree in Columbus, Ohio, the Justice Department has filed a civil-rights lawsuit against that city and its police department.

In an effort to gauge the extent of racial profiling in Los Angeles, the consent decree requires that officers keep a log of the race or ethnicity of those stopped, either pedestrians or motorists, and document information such as whether a frisk occurred, whether it resulted in arrest, was consensual and whether contraband was found.

The Council, however, would not approve a provision of the decree calling for officers to fill out reports on all warrantless searches. Although the Justice Department argued that such data collection was necessary to identify misconduct, officials feared the paperwork would overwhelm officers and sought a compromise through the city's four-member negotiating team.

The decree also mandates that the LAPD implement a protocol for the staffing and supervision of gang units,

including limited tour assignments. Officers in these units, it said, may not remain in the squad past 39 deployment periods. An extension by three deployment periods can be made by the bureau's commanding officer, under the agreement, but any longer than that can only be approved by the chief.

Also required by the decree is the development of a plan for responding to the mentally ill; the installation of a computerized system to track complaints and disciplinary action against officers; the creation of a special unit to investigate shootings and use of force; and the strengthening of the civilian Board of Police Commissioners that oversees the department.

The LAPD must also develop a community outreach protocol that includes at least one open meeting in each of the city's 18 geographic areas every quarter for the first year of the agreement. At these functions, the public will be informed about various methods for filing misconduct complaints, and about the department and its operations. The exchange is meant to "enhance interaction" between officers and the public, said the decree.

The city's police union, the Los Angeles Police Protective League, has filed for an injunction against the consent decree, claiming that rank-and-file officers were not consulted during negotiations that led to the decree. The resulting document, according to the league, has "serious flaws" which could lead to "yet another failure to reform."

A dose of good news for NJ State Police

First report by monitors see progress toward reform

High expectations held by New Jersey state officials were met this month when independent monitors described in glowing terms the progress made so far by the State Police in implementing reforms ordered under a 1999 federal consent decree.

In its 123-page report to federal Judge Mary L. Cooper issued on Oct. 6, a court-appointed team commended the agency for its exceptional commitment to what the panel called "doing it right." The first in an anticipated 12 reports to be made during the five-year agreement, the report found the state had in place 87 of 97 reforms. Even where the state police fell short, in the areas of computerized traffic-stop data and new training, the monitoring team presented the state's failure in a positive light.

"The monitoring team knows of no agency which could have completely complied with the requirements of this decree in the period of time available," the report said.

Last December, state officials entered into an agreement with the Justice Department to make more than 100 changes in the department's training and practices aimed at eliminating racial profiling. Although officials contended that the practice was limited to a few bad apples in the agency, the consent decree allowed the state to avoid an expensive and lengthy legal battle. Reforms included providing troopers with additional instruction on civil rights, installing a state-of-the-art computer tracking system and installing video cameras in cars.

"I think all of New Jersey should be tremendously heartened by this report," said state Attorney General John J. Farmer Jr. "It demonstrates that these reforms are real and that a lot has changed in the state police."

While encouraged by the high marks given the NJSP, the agency's critics maintained their skepticism. Said Assemblyman Leroy Jones Jr., D-Essex County: "I think there are some questions that still need to be answered. If they know that some

"No one is claiming this is the endgame. It's only a start."

— New Jersey Asst. Attorney General Martin Cronin

troopers engaged in racial profiling, when are they going to be brought to justice? When are they going to be punished?"

State officials acknowledged that there is still a long way to go. "No one is claiming this is victory," said Assistant Attorney General Martin Cronin, who is in charge of the agency's reforms. Both Cronin and Farmer conceded that the report evaluated initial, though significant, steps. "No one is claiming this is the endgame," Cronin told *The (Bergen County) Record*. "It's a start. It's only a start."

During the first phase of the evaluation, the monitoring team, lead by James Ginger, a Texas-based consultant, checked to see that the rules needed to end racial profiling were in place.

Ginger's team spent four weeks in August and another five days in September at the state police training academy listening as troopers called in stops to the dispatch center, interviewing personnel and examining documents.

The second phase of the assessment dealt with agency practices and how policies were enacted by troopers on the road. The state was found to be in compliance with eight of the 18 categories noted in the decree. It failed in only one area; nine were not reviewed.

Team members, however, were impressed by the progress the agency has made in training, said the report. The methodology used, it said, reflected the state-of-the-art in the field.

"Members of the monitoring team were unanimously impressed with the commitment, focus, energy and professionalism with which members of the New Jersey State Police and the Office of State Police Affairs applied themselves," said the report.

While a computerized radio dispatch system covers the entire state, providing the ability to monitor the number of minority motorists who are pulled over, a Computer-Aided Dispatch System that will record reports and information such as the driver's race, ethnicity and other information is not yet in place. The development of such a process was a key element in the settlement.

Cronin said he expects the CAD system to be fully operational by next year. The state, he said, is still installing hardware and training troopers on how to use the system.

Columbus crunches the numbers:

Why do so few officers log so many complaints?

Not surprisingly, supporters and critics of the Columbus, Ohio, Division of Police last month drew different meanings from an analysis of records which found that just a small number of officers logged the most complaints between 1995 and 1999.

The documents, which were released following a Sept. 20 ruling by the state Supreme Court, showed a dozen officers generating at least 10 complaints each. By contrast, 93 percent of the agency's 1,700 sworn members drew four or fewer complaints during that same period, based on complaints in which officers were named. More than 600 officers logged no complaints.

The analysis was made by *The Columbus Dispatch*, which had requested the records in 1998. They offer the first detailed information about complaints against the police division, said the newspaper. A subsequent suit by the city's Fraternal Order of Police lodge to prevent the release of the files was

resolved by a 4-3 ruling in which the court found the data to represent public records. Far more detailed paper records dating back more than three years were destroyed in accordance with city's agreement with the FOP.

To critics of the division, the analysis was symptomatic of problems within the entire agency. The city is fighting a federal lawsuit brought by the Justice Department over an alleged pattern of misconduct by officers.

"That's the reason the Department of Justice filed their suit," said James Moss, head of Police Officers for Equal Rights, a watchdog group.

But William Capretta, president of FOP Capital City Lodge No. 9, believes the number of complaints lodged against the 12 officers was the result of their deployment to high-crime areas, where they are more likely to have adversarial encounters. Nine of the officers were assigned to such patrols, said Sgt. Earl Smith, a police spokesman.

"It's the nature of the business," Capretta told *The Dispatch*. Police work from a disadvantage, he said. "Everything we do is negative. We're not like the firefighters, who help sick people and help put out fires."

The three officers at the top of the list were Jeffrey E. McElroy, with 15 complaints, Jeffrey L. Shuttleworth, who logged 14 complaints, and Michael L. Exline, whose acquittal in 1992 on charges of beating a black Ohio State University athlete caused unrest in the city's African-American community.

Frank P. Wasko 3d, who was the subject of 12 complaints, contends that most of the residents who complained about him and the other officers were not truthful. "There's a lot of people who lie when they're in trouble," he told *The Dispatch*. "I'm not saying they're all lies. There are police officers who make mistakes; we're human. But you never hear anything on our

side."

Ten complaints does not seem excessive, said another of the officers, Monte L. Stalnaker. "Numbers are only good (when) compared with arrest stats, citations, traffic tickets," he said. "Every complaint should be judged individually."

Stalnaker noted that he also received 45 compliments and commendations during the years in question. Most complaints, he added, come from those being arrested. "I can't recall getting a complaint from 'Joe Citizen' on the street," he told *The Dispatch*. After the last complaint against him in September, Stalnaker said, he brought a tape recorder to record every incident.

Mayor Michael B. Coleman's administration would like to install 85 cameras in police cruisers each year, said Barbara Seckler, the assistant city safety director. At present, six of the department's freeway cruisers are so

equipped.

While agreeing that officers in high-crime areas sometimes receive the most complaints, James J. Fyfe, a consultant for the Justice Department on policing issues, still found the number of grievances against the 12 officers suspicious.

"One of the truisms of policing," he told *The Dispatch*, "is that 5 percent of officers take up 90 percent of the police department's time." Complaints made against a few officers means there is either a "vast conspiracy," said Fyfe, or "where there's smoke, there's fire." The abundance of grievances, he noted, indicates that those officers need counseling.

But that is not likely under the agency's protocol for investigating complaints. Most are probed by an officer's street supervisor. "And for the supervisor to say his officer acted improperly is to say, 'I'm a bad supervisor,'" said Fyfe.

Credibility questions can be a career-killer for LAPD cops

The Los Angeles Police Department has called "grossly inaccurate" an allegation by the city's police union that Chief Bernard Parks is violating officers' rights to due process with the issuance of so-called Brady letters that result in demotions and reassignments.

In a federal lawsuit filed Oct. 12, the Los Angeles Police Protective League charged that department management was using the U.S. Supreme Court's 1963 decision in *Brady v. Maryland* to punish officers who were the subject of past or pending disciplinary action. Under the ruling, prosecutors must give defense attorneys any information — including an officer's disciplinary history — that might impeach his or her credibility as a witness.

According to the union, Parks has been abusing officers' rights by placing Brady letters in their personnel files

and transferring them to less desirable posts. "These punitive reassignments generally result in a reduction of pay, professional embarrassment and loss of career advancement for the affected officers," said court documents. The PPL is seeking to have the suit declared a class action on behalf of all affected officers. It asks for injunctive relief, as well as compensation and punitive damages for those whose salaries were cut due to transfers and demotions.

Lieut. Horace Frank, a department spokesman, told *Law Enforcement News* that Brady letters are issued only in cases where the administrative offense involved moral turpitude.

"We owe it to the community," said Frank. "If we have police officers who have been found guilty of offenses such as lying, how can we allow them to remain in positions where they have to

make arrests and testify in court? What happens when their disciplinary record comes out and their credibility is challenged? We end up losing the case, and the victim and the community are deprived of justice. It is a responsibility that we have to the community."

Donald Zine, a league vice president, told *The Los Angeles Times* that the organization had identified approximately 75 officers who have received Brady letters since Parks began the policy about two years ago. In one case, he said, a motorcycle officer with 29 years experience was transferred to a desk job because of a three-day suspension he received 20 years ago.

"LAPD management has scoured the personnel files of rank and file officers for any disciplinary actions they believe warrant a Brady letter, no matter how remote," said the suit.

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Two thumbs up for 'Command Performance'

Critical help for realizing one's career-advancement dream

By Grady C. Judd Jr.

For the last 20 years, you prepared to become the chief of police. You went to college and sat in the library with a stack of research materials on sunny weekends. You volunteered for all the work that no one else wanted or the bosses could find no one else to do. You attended many weekend community meetings and gave up time with your family and friends while your peers left the office at 4:30 on Friday afternoon, not to be seen again

Command Performance: Career Guide for Police Executives

By William E. Kirchhoff,
Charlotte Lansing and
James Burack.

Washington, D.C.: The Police Executive
Research Forum, 1999.
\$29.95.

until 8:00 AM Monday. Your supervisors promoted and rewarded you for your efforts.

Now the chief has retired and the department's officers recognize you as the hands-down choice for appointment to chief of police. Unexpectedly, the city manager, with whom you have a great rapport, announces there will be a nationwide search for the new chief. You are stunned, and now you must compete for the job.

After agonizing months, you receive notice that you are a finalist and will be interviewed. You prepare for the interview and you know you are qualified, yet someone from the outside gets the job.

You have failed in your first attempt to realize your lifelong dream. Now you are faced with going through this intimidating selection process again, possibly many times. Where can you turn for specific step-by-step instructions to compete successfully?

"Command Performance," published by the Police Executive Research Forum, answers your call for help. William Kirchhoff, Charlotte Lansing and James Burack have written the most comprehensive volume ever published that spe-

cifically focuses on career advancement for police executives.

"Command Performance" takes the reader through the entire chief selection process, beginning with the competitive nature of the market. From the first page, the book's tough standards set forth the levels of education, training, interpersonal skills and command experience necessary to compete in the selection process. Whether you want a police chief position in a large city or a small town, "Command Performance" outlines the skill levels necessary to compete in each market.

Political influences vary from jurisdiction to jurisdiction. The authors artfully describe the process of learning who the power brokers are and what influence is wielded by the various community, business, labor and media groups. Many of those interested in becoming a police chief do not know good politics from bad politics, insider vs. outsider or what a "wired search" really means. "Command Performance" explains the various dilemmas that can befall the naive candidate and once you are sworn into that coveted police chief position, the book even advises you about when to get out of town!

To search successfully for a police chief job, you must proactively manage the process. This should not be done alone. "Command Performance" meticulously explains how to use — and learn from — executive search consultants.

Many believe a professional résumé-writing

service is an advantage, but "Command Performance" counsels aspiring chiefs to avoid these services. There is an art to writing a résumé that highlights the applicant's best points. The authors of "Command Performance" lead you through the résumé preparation process with step-by-step instructions that guarantee a solid résumé. The text also explains how to write a cover letter that is sure to grab attention. At the end of the book, Kirchhoff, Lansing and Burack provide examples of cover letters and résumés.

Interviewing and/or competing in an assessment center process is where you have to win the police chief's job. The authors coach you through all stages of the selection process. You are told how to prepare for each step, including examples of difficult questions and how you should answer them.

Image can mean everything in the interview process, and the authors go to great lengths to dress you for success. After they have spent so much effort preparing you to compete, they ensure that you put the right clothes on the right way.

Once you receive a job offer, you need to know how to negotiate salary, benefit and compensation packages. The authors explain the "power shift" and other details that excited candidates may forget to consider. There are hidden costs to accepting a police chief job that you will pay from your pocket if you do not read "Command Performance."

The publication includes great advice from police chiefs who have been through the process before you, a list of executive search groups, sources for research, city and police chief associations and a suggested reading list. A nationwide survey conducted by the Police Executive Research Forum presents information from which you can glean an understanding of the police chief selection process.

You must have "Command Performance" to compete successfully in today's professional police chief selection processes. The book provides valuable information and tools that an aspiring chief should not be without.

To order visit the PERF online bookstore at www.policeforum.org or call (888) 202-4563 and request product #839.

(Col. Grady C. Judd Jr. is commander of the Department of Administration for the Polk County, Fla., Sheriff's Office. A member of the PCSO since 1972, he holds bachelor's and master's degrees from Rollins College in Florida.)

PERF volume has something to offer for current or aspiring chiefs, even rank and file

By Chet Epperson

Aspiring and current police chiefs should strongly consider adding "Command Performance — Career Guide for Police Executives" to their career management reading list. Authors William Kirchhoff, Charlotte Lansing and James Burack did a fantastic job by covering a wide range of aspects to assist a police chief applicant in pursuit of a position and at the same time preparing those who someday wish to lead an agency.

Police chief positions are highly competitive and subject to more frequent turnover than one might imagine — many chiefs spend less than five years at the helm — so chiefs must be knowledgeable of the skill sets that will assist them to obtain their position or prepare them for their next leadership role. "Command Performance" provides insightful and valuable information aimed at assisting career police executives. It is presented in a systematic way that allows the reader to grasp the information in progressive succession.

"Command Performance" covers such issues as career planning, résumé writing, interview preparation, compensation package negotiation, employment agreements, use of executive search consultants, the importance of image and other vital elements. The authors' thesis rests upon two cornerstones: How do I best prepare to be a police chief, and how do I best compete in the chief selection process? Both areas are covered quite well and allow the reader to grasp important elements.

The authors do a nice job covering important aspects of a police chief's position, by including some of the more important elements such as dealing with political influence, media pressure and unions. In addition, they integrate throughout the book the results of a survey conducted by the Police Executive Research Forum (PERF) in 1997, in which the appointed police chiefs of the country's 500 largest city and county police agencies were canvassed on

topics such as selection, qualifications, and benefits. The material complements the book in a chapter entitled, "Advice from the Pros." The pros offer valuable free advice, born of experience, to those aspiring to a chief's position, submitting one- to two-sentence observations on significant experiences or achievements that prepared them for their positions, personal attributes that led to their hiring, factors that made them the most qualified, and things the hiring authority liked about them. It's valuable information from those who have gone through the process.

Some interesting opening analysis in the book sees the police chief position as a unique and critical role in today's society because police are on the frontier of social change. Beyond the simple enforcement of laws, the position finds one contending with policies, greed, bureaucracy, incompetence, cowardice and the failures of good intentions. The contemporary police chief must be a tactful diplomat, innovator, problem solver, team player, and possess an energetic disposition and enthusiastic personality. The authors find the most competitive police chief candidates to be those who have a well-rounded background with the bulk of their experience in patrol command assignments, along with administrative support command assignments, such as personnel management, budgeting, and planning.

The authors do a fine job of devoting an entire chapter to "Managing Your Career." Although this book is geared for aspiring or current police chiefs, any police professional could benefit from this section, as well they could from the book as a whole. This chapter is nicely organized with informative material that will enhance a police chief's application potential, exploring such topics as executive level training, professional activities and personal reading. Included in the appendices are listings of state leagues of cities, state and regional police chief associations, resources for professional information, membership and police chief advertising, lists of periodicals, government agencies, Internet resources and execu-

tive search firms. These lists are thoughtful and very helpful to police chief applicants.

Once a police chief applicant decides to pursue a position, a résumé is usually required. An entire well-thought-out chapter is devoted to the résumé, covering key elements, layout and other stylistic details. The appendices include several sample résumés, which give the reader a variety of styles to consider.

Finally, two critical sections of the book deal with effective negotiations and employment agreements, providing information that can be as helpful to first-time chief applicants as to those more familiar with this process. A sample negotiating checklist and tips for negotiating cap off this fine chapter.

The section on employment agreements covers a wide range of material such as salary, employee benefits, insurance, pension and deferred compensation programs, business expenses, moving expenses and hidden costs. The authors cover this area very well and include eight sample employee performance contracts for applicants to review, along with a suggested reading list for further information.

"Command Performance" is an excellent book for current or aspiring police chiefs. The book will strengthen a chief's performance or prepare those seeking to lead. The book is well written and the authors did a great job addressing important issues. I unequivocally recommend this book to police chiefs to strengthen and better develop their departments; to aspiring chiefs for honing their preparedness to lead, and to professional police officers for expanding their knowledge of critical areas that affect their careers.

(Chet Epperson is the Patrol Administrative Sergeant with the Rockford, Ill., Police Department. A 19-year policing veteran, he holds a B.S. and M.B.A. from Rockford College. You can reach Chet at work: (815) 987-5876 or by e-mail: cepp@gateway.net.

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Need for multilingual cops keeps growing

Continued from Page 1

Council Bluffs has used an AT&T service that provides over-the-phone translation in emergencies. At \$2 to \$5 a minute, however, it costs too much to use all the time, he said.

In Des Moines, said Moulder, candidates who speak more than one language are ranked higher in terms of hiring and are paid a modest premium. The same is true in Omaha, where the City Council two years ago adopted an incentive plan that pays fluent officers required to speak Spanish on the job \$50 a month more.

"If you want a job as a cop and can speak a couple of other languages, you're a much more attractive candidate," said Moulder.

The Des Moines Police Department intentionally seeks out candidates who are representative of different ethnic groups, and has expanded its recruitment to surrounding states. Iowa is still 96 percent white, according to the latest estimates, although Polk County, where Des Moines is located, is more diverse than other parts of the state, said Moulder. Census data, he said, indicates an Hispanic population of 4 percent to 5 percent, giving it the highest concentration of Latinos in a four-county area.

"One of the things I have going for me with Hispanics is central Iowa has families who have moved here many, many years ago, two or three generations ago and we have natives who are Hispanic," said Moulder. "Some of those have been very instrumental in recruiting efforts. We don't get a lot, but we get two or three here or there, it adds up over time."

In Beloit, Wis., the number of Hispanics has grown from an estimated 691 in 1990 to 4,000, said Dee Dee Spahos of the city's Planning Department. "It's growing by leaps and bounds," she told The (Madison) Capital Times. "The city doesn't have a grip yet, and we won't until the census count comes in."

Beloit police Capt. Sam Lathrop told LEN: "We are on a regular basis running into police contacts where we are asking for a Spanish-speaking officer to respond to assist. I know it is going to continue to be a significant problem for us."

The agency currently has one officer who is trilingual in English, Korean and Spanish, and another who speaks Russian. Two other officers are fluent in Spanish, two can speak command Spanish and others are taking classes to learn the language. Still, the department believes it needs more.

ment believes it needs more.

"We're in a recruiting phase right now, and I can tell you that all things being equal, any bilingual candidate is definitely going to get a very close look from our agency," said Lathrop. "I'm sure that's true of others, as well."

Beloit, a city of approximately 35,000 on the Wisconsin-Illinois border, saw its immigrant population gradually increase over the past 10 years as migrant workers opted to stay in the area, said Lathrop. While the growth has been gradual, he said, about three years ago the department noticed a marked increase in the city's Latino community.

The department has since expanded its recruitment rounds to include the University of Wisconsin-Parkside, which has a significant Hispanic student base. But Lathrop said he is also taking Spanish-speaking officers where he can find them.

"I was in the barber shop when one of the barbers introduced me to a kid who was 22 years old, born in Cuba but naturalized here, speaks and writes Spanish," he said. "I gave him my card, shook his hand and told him we were always on the lookout. I said if you really want to work here, finish up your

school and give me a shout because I can make this work for you."

In Elgin, Ill., where the population is 22 percent Hispanic and growing every year, Lieut. Mike Turner said the police department has hired a civilian as its Hispanic outreach coordinator.

Maricela Alvarez, who was a records clerk in the agency before the outreach position was created, assists the department in overcoming the language barrier by recruiting Spanish-speaking residents to apply for officer and radio operator jobs; inviting people to local Neighborhood Night Out block parties and educating the Latino community on changes in the law and how to respond to police.

Among Alvarez's most important duties lately has been teaching Hispanic immigrants about traffic laws, said Turner. "We are trying to address some of the traffic problems in town with no

driver's licenses, no insurance, no seat belts, no car seats for kids, DUIs, things like that," he told LEN. "She has basically written a curriculum so we can educate these folks as to the law."

While the Elgin department has approximately 15 bilingual officers out of 166 sworn personnel, not including those civilian employees who speak Spanish, they are not always available when needed, said Turner. The agency then resorts to The Language Line, a California-based interpreter service, or tries to get an on-scene interpreter. "It's a real handicap," he said.

Although the department, like many others in the region, has stepped up recruiting for bilingual officers, Turner called it a "huge problem" that seems to be increasing. As the number of immigrants grow, he said, the department will have to "continue to reach out in more creative ways."

Waiving bye-bye to college for cops?

Continued from Page 1

the department's hiring exam plus its physical and psychological tests provide ample opportunity for assessing a candidate's qualifications without requiring educational credits.

"I have always disagreed with requiring college education for police officers," he told The Chief-Leader. "We have a major recruitment problem as it is, and then you disqualify a huge number of people. It's a mistake."

Neither Lynch nor Kerik have college degrees. While the NYPD requires higher education, said Lynch, it does not compensate officers for the increased qualifications.

"There should be the same requirements for police commissioner right down to a cop," he told The Chief-Leader. "Whether you're qualified for this job should have nothing to do with whether you have a sheepskin from a college or not."

The key to improving recruitment, said Lynch, is raising salaries and improving working conditions. Driscoll echoed that view, adding: "Nobody wants a job where you're underpaid and second-guessed all the time. They're

going to have to look at the harsh reality and realize they have to treat people better if they want to recruit and keep them."

Lieut. Eric Adams, president of the group 100 Blacks in Law Enforcement Who Care, applauded Kerik's plan, calling the department's school safety and traffic divisions "gold mines" filled with civilian employees who had already undergone background investigations and training. Moreover, he noted, many are African-American and Hispanic city residents. "If we trust a school safety agent with our most precious resource — our children — why wouldn't we trust them to deal with the worst of the city's resources, the criminal element?" he asked.

Adams's group proposed substituting work experience for the college requirement in a 10-point agenda submitted to Kerik soon after he was named commissioner in August. Many employees in the affected classifications, Adams told The Chief-Leader, are more qualified than "someone whose only level of experience is having stayed home with their parents and attended a two-year college."

Lock up your gun — just don't drop it

Continued from Page 1

up a loaded gun."

The locks work by preventing the gun from being loaded. A cable is inserted through the gun's chamber or barrel. "It's designed to prevent an accident we all want to avoid — a young child who finds a loaded gun that a parent thought was hidden," said Doug Panter, executive director of the shooting foundation, which represents about 1,800 gun, ammunition and accessory manufacturers.

"It's like having a fence around a pool," he told The Star Tribune. "The fence is there to prevent kids from falling into the pool, but it's not designed to prevent a forceful intrusion."

The gun lock program has also been suspended by police in Soldotna, Alaska, and Chesapeake, Va., among

many other jurisdictions.

In Soldotna, police are asking for the return of all 60 of the locks they gave away. A sample batch will be sent to the foundation for testing, the agency said in a statement issued Oct. 12. While the department did not say precisely why it wanted all of the locks back, Sgt. Marvin Towell told The Anchorage Daily News that it might be an issue of liability.

Chesapeake law enforcement officials said that it was too early to say whether the locks had widespread deficiencies, but warned citizens against putting too much faith in them. Sheriff John Downs advised gun owners to also place guns in a locked box. "No gun control is 100 percent," he told The (Norfolk) Virginian-Pilot. "There is no substitute for common sense."

Headlines are not enough

Affirmative-action programs looking a little black & blue

How much force is too much? The jury is still out on community policing

Rescuing the officer of the future

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Law Enforcement News

(103100)

A publication of John Jay College of Criminal Justice/CUNY

Upcoming Events

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11-13. Tactical Operations Command. Presented by the Institute of Police Technology & Management. Jacksonville, Fla. \$395.

11-13. Drug Trak® for Windows Training. Presented by the Institute of Police Technology & Management. Jacksonville, Fla. \$395.

11-13. Police Recruitment, Selection, Mentoring & Retention. Presented by the Public Safety Institute. Orlando, Fla. \$525.

11-15. Law Enforcement Ethics Train-the-Trainer. Presented by the Southwest Law Enforcement Institute. Dallas. \$495.

11-15. Drug Unit Commander. Presented by the Institute of Police Technology & Management. Jacksonville, Fla. \$525.

11-15. Advanced Techniques for Unresolved Death Investigations. Presented by the Institute of Police Technology & Management. St. Petersburg, Fla. \$550.

12-14. Street Survival 2000. Presented by Calibre Press. Myrtle Beach, S.C. \$199.

13-15. Harnessing the Internet Pedophile. Presented by the Public Safety Institute. Orlando, Fla. \$425.

JANUARY 2001

8-10. Interview Development. Presented by the Public Safety Institute. Orlando, Fla. \$425.

9-Feb. 16. Program in Delinquency Control. Presented by the Delinquency Control Institute. Los Angeles. \$4,800.

9-10. Newly Promoted Supervisors. Presented by the Public Safety Institute. Orlando, Fla. \$295.

10-12. Intelligence Acquisition & Analysis. Presented by the Public Safety Institute. Orlando, Fla. \$425.

15-16. Executive/VIP Protection. Presented by the Executive Protection Institute. New York. \$395.

16-17. Hardball Budgeting. Presented by the New England Institute of Law Enforcement Management. Wellesley, Mass.

16-18. Officers at High Risk: Pre- & Post-Employment. Presented by the Public Safety Institute. Orlando, Fla. \$425.

16-18. Crime Prevention: What Works, What Doesn't & What's Promising. Presented by the Public Safety Institute. Orlando, Fla. \$425.

17-18. Managing Security Systems. Presented by the Executive Protection Institute. New York. \$395.

17-19. Sex Crimes: Investigation & Prosecution. Presented by the Public Safety Institute. Orlando, Fla. \$425.

18-19. Advanced Grant Writing & Management. Presented by the International Association of Chiefs of Police. Winter Haven, Fla. \$385.

22-23. Integrating COP/POP into the Field Training Program. Presented by the Public Safety Institute. Orlando, Fla. \$295.

22-24. Cyber Crime Investigation. Presented by the Public Safety Institute. Pensacola, Fla. \$425.

22-24. Pharmaceutical Drug Diversion Investigations. Presented by the Public Safety Institute. Orlando, Fla. \$425.

22-Feb. 9. Command Training Program. Presented by the New England Institute of Law Enforcement Management. Wellesley, Mass.

24-26. Critical Incident Management. Presented by the International Association of Chiefs of Police. Marietta, Ga. \$460.

24-26. Investigation of Deadly Force by Law Enforcement. Presented by the Public Safety Institute. Orlando, Fla. \$425.

25-26. Leadership & Quality Policing. Presented by the International Association of Chiefs of Police. Palm Bay, Fla. \$385.

26-27. Guns, Crime & Punishment in America. Presented by the University of Arizona, James E. Rogers College of Law. Tucson, Ariz.

29-30. Response to Chemical, Biological & Nuclear Terrorism. Presented by the International Association of Chiefs of Police. Orlando, Fla. \$400.

29-31. Investigation of Child Abuse & Sexual Assault. Presented by the Public Safety Institute. Orlando, Fla. \$495.

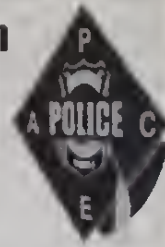
29-31. Administering & Managing Campus Law Enforcement & Security Agencies. Presented by the International Association of Chiefs of Police. Baton Rouge, La. \$460.

29-31. Civil Disorder Resolution II: Command Strategies. Presented by the International Association of Chiefs of Police. Morristown, N.J. \$480.

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October 31, 2000

¡Emergencia! ¡Necesitamos a más oficiales de policía que hablen Español!

Or Russian, or Korean, or Hmong.
The need for multilingual cops is big,
and getting bigger. **Page 1.**

**Think this lock will
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What They Are Saying:

"The chin bar of justice must be kept high — academically, morally and emotionally. One does not have to dumb down recruits to make better police."

— The Rev. Jesse Jackson, criticizing a decision by the New York City Police Department to waive the two-year college requirement in order to increase the size of the applicant pool. (Story, Page 1.)